



Martin Kelly flies around campus handing out newsletters and candy [more photos on page 10]

The Rob Ford Show



Vicki Grieve

From the President

This fall, in between bouts of frantic activity proof-reading and readying our new contract for publication, worrying about the implications of the institution's well publicized budget deficit, and attending an unending stream of meetings, I have found time to develop what is for me an unprecedented obsession with the best reality T.V. program ever — *The Rob Ford Show*.

To my credit, I resisted the urge to subscribe to newsfeeds for updates during the work-day, but around 6:00 p.m. I would find myself inexorably drawn to the nightly television news, anticipating an answer to the question that niggled at me all day: what has he done now? For a few weeks, he did not disappoint. I settled into a comfortable pattern of watching Ford's outrageous behavior, or his confessions of outrageous behavior, each followed by a press conference wherein he lamely made excuses and then apologized for his various transgressions. By some leap of

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Upcoming Events

Day of Remembrance Vigil

December 6, 2013
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FSA/UFV Holiday Dinner & Dance

December 14, 2013
(see page 3)



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twisted logic, he absolved his crack smoking by explaining that he must have been in a drunken stupor. It wasn't his fault that he had previously lied about this behavior, but rather the blame lay with members of the news media, who had failed to ask him the "right questions" about it.

Just when I thought it couldn't get any better or worse, he made his famously vulgar remarks in response to charges of sexual harassment, and then almost knocked over an older council woman during a public sitting of Toronto city council, apparently because it looked to him like his brother, located on the other side of the chamber, needed defending from heckling spectators. Almost as satisfying, with each new Ford offense there followed hours of analysis, commentary and speculation from various pundits and experts. What's that about a senate scandal? For a while on the news it was all Ford, all the time.

For me, the excitement reached its zenith when *Saturday Night Live* opened with a Rob Ford skit. I swelled with a confounding mixture of deep shame and national pride, truly chuffed that our very own renegade mayor managed to storm the bastions of American pop culture. We are not boring or polite anymore! Law, order and good government be damned: we have arrived!

But lately the airwaves have gone silent. Robbie, as I think of him now, has not done anything for days. One could almost think that he's set his megalomania aside and has actually taken advice from someone sensible, like a lawyer or a damage-controlling publicist. The part of me I'm not proud of is disappointed, but on the other hand, I now have some time to reflect on the implications of *The Robbie Show*, and what it says about the rules and policies we create (or don't create) to govern how public entities conduct their business. Given that our faculty and staff association is one type of public entity, with rules and procedures set out in our constitution and governed ultimately by *BC's Society Act*, this may have some significance for us.

Toronto City Council lacks the legislative means to remove their current mayor, but this does not point to a lack of foresight on the part of the persons responsible for making their rules. Instead, I think reveals a belief that the default setting for most people is one of honesty and integrity, and that most people, especially those who seek responsible positions involving public trust, will do the right thing. Many recent events point to the fact that this ain't necessarily so. Nevertheless, operating under an assumption of default goodness, it becomes impossible to create rules that anticipate all forms of reprehensible behavior or the chaos that dysfunctional, disordered personalities might bring about.

That Rob Ford can remain in office despite public displays of unsuitable and possibly illegal behavior is an artifact of an assumed moral compass, a collective assumption that I like to think is not hopelessly quaint and out-dated. However, we ignore the possibility of people behaving very badly at our own peril. Last Friday at the FPSE President's Council meeting, we were warned that those locals still operating under *BC's Society Act* are putting themselves at risk, as the act does not provide the means to deal with certain kinds of breach of trust. Apparently, as a trade union duly certified and registered under the *Labour Relations Code*, we do not need the *Society Act* to function. In the coming months, I and other members of the executive will need to carefully research the implications of de-registering as a society to determine if this is our best course of action. We will certainly circulate information about our findings, so that the membership can cast informed votes should the need arise.

In the meantime, rest assured that if I or any executive member pulls a Ford and embarrasses the FSA with public drunkenness, criminal activity or downright stupidity, you do possess the constitutional means to remedy the situation. Those responsible for creating our constitution built in a kill-switch. The last item in Section 4, Appointment and Removal of Directors and Officers and Their Duties and Powers states: "The membership may remove any elected officer by a special resolution." Presumably then, such a special resolution would need to be sanctioned by normal voting procedures. Although I can't imagine ever having to invoke this provision, it's oddly comforting to know that it exists, because as D.H. Lawrence said "The future remains an infinite field for mistakes."

Annual Holiday Dinner & Dance



*Bring your family, friends, and colleagues to join us
in celebrating another year.*

December 14, 2013

SATURDAY 5:30 pm cocktails
6:30 pm dinner
7:30 pm prizes & dancing

The Rancho
35110 Delair Road
Abbotsford, BC

Cost: \$20 per ticket

Ticket price includes dinner, dessert and complimentary wine

Band: **Head Over Heels**

Tickets:

Clearbrook Centre - Reception
Mission - Office of the Registrar, B211
Trades & Technology Centre - Reception
Abbotsford - Faculty Services, Kathy Gowdridge, B385a
Canada Education Park - Health Sciences, Treena Peters, A2451
Hope and Agassiz - tickets can be purchased by mail

**Donations for the local food bank gladly accepted
Operation Red Nose will be on call for a safe ride home**

For more information or questions, please contact Sheila McKay,
FSA Social Convener by email (sheila.mckay@ufv.ca) or by phone (local 4478)

And in the interest of full disclosure...

By Vicki Grieve, FSA President

Just around the time that the last edition of *Words & Visions* was published, I received a couple of emails asking me to publish a letter that had been mysteriously forwarded to a few members through sources unknown. Apparently the letter was sent to UFV President, Mark Evered, in the early summer, and it came from the (then) Deputy Minister of Advanced Education, James Gorman. I had never seen the letter, but I did have a vague recollection that during the last stage of contract negotiations someone had said jokingly that President Evered had agreed to sign away his first-born in order to persuade the ministry to approve our rank and tenure proposals.

I did some investigation, and as it turns out, President Evered had told Virginia Cooke, who was then FSA President, about the letter. He apparently did not think it was too sinister. She had not been given a copy, so I went and spoke to President Evered about it. He shared a copy with me, and we discussed its contents, which I'll summarize here briefly.

It is basically a letter of expectation, a form of one-way communiqué our ministry favours. Dated May 22, 2013, it informed our president that Amrik Virk, Minister of Advanced Education, had approved our rank and tenure proposal, so that the proposal could embark upon the usual PSEA (Post-Secondary Employers' Association) review process. The letter made clear that the approval was conditional upon several understandings. Those understandings include that President Evered had shared our proposal and consulted with the other presidents of "teaching intensive universities" (which he did); that the government will provide no additional funding to implement the proposal; that our salary grid will not change as a result of the proposal; that this will not impact or change our current program profile, and nor will it impair our responsiveness to student or labour market demand.

This letter was, I gather, also copied to the presidents of other universities in our sector.

Frankly, I am not surprised by the letter's contents or its intent. Reading between the lines it says: "O.K., you can have this if you really want, but we don't like it very much, and it better not cost us anything." It's just as well then that the bargaining team was not expecting our proposal to become a cost item, and that we had no intentions of rank and tenure leading to changes in our program profile. We also knew there was absolutely no hope of successfully bargaining rank and tenure here if we were to tie ranks to our salary grid, and I believe we made it very clear to our faculty that rank and tenure would not lead to differences in our salaries at present or in the foreseeable future.

I'm not comfortable publishing this letter in *Words & Vision* as it was not addressed to the FSA, and our newsletter is a public document. However, I have a copy of the letter in the office, and I'd be happy to share it with any member who drops by and would like to read it.



John Carroll

From the **Faculty Vice-President**

Bull?

I'm reminded of the story of the cow.

Let me preface it with a few remarks about the condition our condition is in here at UFV. We heard a lot about ILOs for a while. And now that energy seems to have shifted – to faculty and department standards. Soon we will become very familiar with DRCs and URCs and URACs.

We've also learned a new word recently – "variance." (Doesn't that just mean deficit?) And then there's the mysterious "Innovation Fund," which suddenly materialized like the water spirit Ondine. Many of us sat through the budget forum with the hope of making sense out of all of this. I've noticed a rise in the anxiety level of faculty, as

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well as staff. Professors have approached me in the halls wondering about the security of their jobs. And sessionals . . . I have never known the morale to be lower.

This sounds like I'm preaching doom and gloom. I'm not really. What an excellent institution we have. What a wonderful gathering of talented minds with a passion for teaching, scholarship, research, and service. What a variety of possibilities a student can choose from. But I'm reminded of the story of the cow.

A father went walking with his young daughter. It was a bright summer day, a perfect day for meandering, for smelling the wildflowers, for dallying in the sun. They came to a lovely meadow which they decided to cross. What they didn't realize was this field was occupied by a cow. So while they were meandering and chatting and having a wonderful time of it, the cow caught wind of them trespassing in her field and so she decided to come at them. The father was the first to see this, and he told his daughter to run. "Run! Run!" he said. "Jump over the fence!" But before the little girl could get up enough steam, the cow was on her trail, and it was only a matter of time before it caught up to her, and God knows what would happen then. A disaster! So the father, being the shrewd father that he was, ran up behind the cow and grabbed its tail. A good solid yank. And for a second, the cow was thrown off the path, and in the time it took the cow to recover from this misdirection, the little girl was able to gain some distance. Over and over the father did this to the cow. Just when it had regained its direction and pace, he would yank the tail, and again the cow would be distracted, and the girl would put more distance between herself and the creature until she finally made it to the fence, crawled under it, and was safe.

Maybe you've already figured it out.

What's our job? Mainly to teach, mentor, and advise students. We are here to pursue research and to contribute to UFV and the community. But we are constantly being distracted. What we should not be distracted from is one salient point: we are a university and we have not been given adequate resources to live up to our mandate. We are distracted by our fears and paranoia. We are encouraged to develop new programs while at the same time we are told they must be cost neutral.

And what a remarkable job many of us do, given this handicap. But still, we are being distracted, as are the students, from that one salient point. We look at each other and we wonder who will be the lucky one to make it to the fence. While all along we ignore the fact that someone is yanking our tail.



Moira Kloster

From the **Agreements Chair**

Money: it comes, it goes.

Did you enjoy that tiny pay increase for the short time it lasted? The immediate need to balance the 2014 budget means that management is asking instructional faculty for class size increases, i.e. workload increases, i.e. the equivalent of a pay cut. And this budget crisis has also led to enormous confusion as to who can discuss what or agree to what on behalf of whom. More on that in a moment.

Following up from the new Collective Agreement. Meanwhile, the three negotiated letter of agreement committees are all up and running, which is good news. Here's where we are on each of them:

1. **Supervisory Duties.** This one is sorting out the issues involved in members supervising members. Normally, discipline should only come from an excluded employee, but in some cases the nearest excluded employee

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is too far away from the affected employee to understand properly what has been going on. The committee has identified which positions will have which level of supervisory responsibility. There are some further details to work out, such as compensation, but the committee is preparing its report and should be done soon.

2. **Rank and Tenure.** This one has two tasks. It is extending the basic model for rank and tenure to areas which don't fit the standard academic model – for instance, librarians, trades faculty, and lab instructors. Just as important is the job of refining the overall guiding document, the “Procedures.” This was drafted for bargaining last spring. Refining it includes stipulating what would be included in a dossier, refining timelines, clarifying the relationships between review committees, etc. This is challenging but possible, and the committee is making progress. It's been meeting every Tuesday and although it may not be done by its deadline of December 31, it will be able to report what it has done, what remains to be done, and suggested timelines for completion.
3. **Instructional Faculty Workload.** This one is charged with rethinking workload institution-wide, trying to balance possible class size increases against possible gains from greater flexibility. It is also responsible for dealing with the proposals from several specific areas which were not resolved in bargaining. These areas had concerns that their workload is already too high or unfairly measured. If it succeeds with both of these tasks, the committee will walk on water and leap tall buildings in a single bound, as befits its ability to work miracles. Fortunately, all it is required to do is to present new bargaining proposals to the FSA and management for the next round of negotiations, sometime in 2014. So far, the committee has met twice, and it has figured out how big a job this is. What it will be able to do by its current deadline of March 2014 is not yet clear. We will keep you posted.

Class size increases and the budget. In bargaining, management had asked the FSA for increases in class sizes while the FSA had asked for workload reductions in several areas. Unfortunately, our contract ratification vote was so late in August that the committee members couldn't even be named until term started. Unfortunately, also, deans had already begun thinking about how class size changes might help ease the budget crunch, but they hadn't realized how tightly this is controlled by the Collective Agreement. Class size increases are workload changes, deans are management, and department heads are union members. Under Article 18.12 (b), a dean can ask for class size increases for classes currently under 36, but must consult the entire department, not just the head. What happened was an unhappy mixture of impermissible actions: some deans pressed department heads into service to generate ways to increase productivity, while others simply requested an increase in class sizes.

The FSA pointed out the problem to management, and management promised to take the concern to the deans' council. Even more unfortunately, however, by this time the deans were all busy drafting their budgets and Finance was cheerily advising department heads how to fill out their budget forms, using the example, “If you are planning to increase your class sizes, then...” Memos flew between the FSA President and the VP Academic. Eventually, the FSA sent a memo to the department heads and the included directors which states where we all stand at the moment, and where you should know we stand. Anything at all discussed or written or submitted so far only has the status of a suggestion. You are not yet committed to any class size increase, whether you suggested it or your dean did, and you cannot ask for or agree to a class size increase for your non-regular department members or for any regular faculty member who has not volunteered to accept it.

Please contact Vicki.Grieve@ufv.ca, Randy.Kelley@ufv.ca, or me, Moir.Kloster@ufv.ca if you have any questions on this as we go forward.



David Shayler

From the Staff Contract Administrator

For the last few months the FSA and management have been putting their efforts into developing better language for cases involving special leave (specifically family illness) and producing a letter of agreement regarding roles of included supervisors. I can report to staff that we have made some good headway on both issues.

Special leave – family illness (e) has now been divided into two parts, the first being family emergency.

This new language enables employees special leave for emergent attendance to cases of sudden, serious or incapacitating illness or injury of an immediate family member. This leave will also include travel time to and from the community in which the employee's immediate family member resides. This leave is capped at a maximum of 7 days.

The second part to this new language is under the familiar title family illness. This clause enables employees special leave to provide immediate and temporary care, or to provide the employee time to make alternative arrangements for continuing care where the illness will be of a longer duration. The time granted will be for a maximum of 3 days.

As mentioned in my previous report, the majority of those who have been put upon the 'AV fence' and were waiting for the redemption of your special leave travel time, this new language will cover your AV hours lost.

The letter of agreement regarding the roles of included supervisors proved to be quite complex. The committee sought out the applicable exempt employees to which the persons in these roles would be reporting, to get a better understanding of what they felt these supervisory responsibilities would entail. The responses were varied but the committee was able to identify some of the criteria that differentiated supervisors for these roles. This may take a little longer to get to a mutually agreeable letter than expected, but "nothing worth having..."

In closing I would like to invite those of you who want to talk a little about what is going on in your UFV world to drop me a line or give me a call. I would love to hear from you. Also, we are still looking for stewards and have some great training sessions coming up for those of you who would like to get more involved.

If I don't see or hear from you before year's end, have a wonderful, well-deserved holiday.



Lynn Kirkland Harvey

From the Chief Negotiator

Busy watching bargaining trends in the province

One of the biggest trends in the provincial bargaining landscape is for longer-term contracts. We know that the BC government is floating the notion of a 10-year contract for the teachers. We are hearing about other unions considering 5-year terms. Around the FPSE water cooler, it seems we are going to be encouraged to look at something in the area of 4 to 5 years. There are many pros and cons to this.

One major advantage to a longer-term agreement is that it takes us out of this hamster wheel of constant bargaining. Many locals are experiencing bargaining fatigue. Some are having a difficult time encouraging members to sit on their bargaining committees, or they are experiencing many starts and stops due to instability in their

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management positions. Some are experiencing difficulties addressing ongoing union issues because their time is consumed with bargaining.

But just like any argument for and against a fixed term or variable mortgage for your home, there are risks to bargaining a longer-term contract. We won't be able to respond to any abrupt and unforeseen changes in the fiscal landscape, we won't be able to watch and respond to what other unions are doing in the interim and ride their coattails, and we won't be able to modify or get rid of any aspects of the Collective Agreement that we discover we don't like. We would have to live with it until the next round.

Naturally, there are advantages for management to have us go with a longer-term agreement. It is costly to tie up administrators in ongoing rounds of bargaining. A longer-term contract helps them get a handle on their budgets over several years.

So, if we agree to consider a contract that locks us into a longer, fixed term, just like a mortgage, it will have to be offset by some substantial gains. What these gains might look like will become clearer as we continue to monitor what is happening provincially and what is happening at UFV.

My next report will focus on how we are watching trends in problems with certain articles in our collective agreement which will help guide us into our next round of bargaining.



Lisa Morry

From the Editor and Communications Chair

Reading as Gutenberg intended

Only 357 of the approximately 1,200 of us clicked on a link to open the last edition of *Words & Vision*. That's a little less than a third of our membership. We all receive too much information every day, so I can understand that. Reading a newsletter online can be hard on the eyes. It's not easy to take it into the bathtub and relax and enjoy it. Okay, I'm kidding.

The information in your newsletter can be important to your general health and well-being. In the last issue, our president, Vicki Grieve, wrote about being made whole again. There were 58 unique clicks on her article. Staff vice president Connie Cyrull wrote about the re-instatement of some of the employee fitness classes that were cut. There were 56 unique clicks on that article. Thirty people clicked on an article about increased bus service to the Canada Education Park campus. That's not many, but often, on my lunch break, I'm sitting by a window that allows me to see that students are getting on and off those busses, right outside our campus doors, on a regular basis. I'm guessing the busses benefit some faculty and staff as well. Only two people clicked on the financial year-end statements. Come on, there must be more than two numbers-minded people out there. For a full picture of how many read what, see the graphic on the next page.

This doesn't count the people who read *Words & Vision* in print. We can't generate statistics on pages turned, which seems very old fashioned, but somehow comforting. We trust that some of you took your newsletter to the coffee room and spent 10 minutes looking at the articles. In fact, I heard that some of you prefer to read our newsletter in that way.

Along with Martin Kelly, Connie Cyrull and Vicki Grieve, I spent some time handing people paper copies of *Words & Vision* in the past few weeks. We went out three times – to the Canada Education Park, Trades, and Chilliwack North campuses before Halloween with Halloween candy, around Abbotsford campus, mainly in staff-populated areas, with Halloween candy, and again on the Abbotsford campus in mainly faculty office areas, after Halloween,

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with cookies. People are surprised when you offer them a newsletter and a cookie. It's almost like suspicion. Why are you giving me this? It's also a great conversation starter. We heard people tell us about their concerns. To me it was like they felt heard and were glad of the opportunity to talk to members of their union executive. We heard people say they don't like reading the newsletter online. Many of us prefer to have a paper copy. Some people said they get too much in their inbox and they don't pay attention to an electronic newsletter. The numbers bear that out and I'm told they are typical of the reading patterns for this newsletter. Some people said that logging in to the FSA web site is a barrier. Some said they forget their password and can't be bothered recovering it just to read the newsletter. Some people just liked the cookies.

I know printing more paper copies is not very green. But if the objective is communication, then an electronic newsletter that almost three-quarters of us can't be bothered to open is not meeting that bar. We're talking about printing more paper copies of *Words & Vision* and we're talking about walking around campus and handing them out to you personally. Maybe for this issue we'll be handing out Christmas oranges.

Fairness Works information

Soon, including in this issue of *Words & Vision*, you will see more about Fairness Works, a Canadian Labour Congress initiative to get us talking about our union. We're adapting some of their posters and we'll be printing those and putting them up in employee lunch rooms and near coffee stops. We're looking into printing buttons, but it's expensive and I'm not sure if we should be spending our money on that. It's important to remember that fair wages, vacations, health benefits, training, pensions and other benefits we may currently take for granted are a result of unions fighting for their members. Remember that when you read about developments that would appear to attack unions; like changes to the *Canada Labour Code* that would make it impossible for workers to refuse unsafe working conditions, when you hear about bills that would require unions to disclose financial information publicly and make it harder to certify and keep a union, an omnibus bill that includes changes to the *Public Services Labour Relations Act*, limiting collective bargaining, and a conservative agenda that would make paying union dues optional. There is an agenda out there that wants to weaken and break Canadian unions. Think about that the next time you fill a prescription or take a weekend off work. For more information see this Canadian Labour Congress article on changes to the *Public Services Labour Relations Act* here:

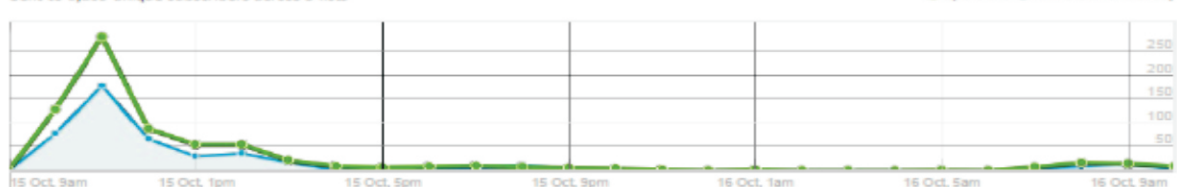
<http://www.canadianlabour.ca/national/news/labour-code-changes-target-collective-bargaining-clc-s-georgetti-calls-it-affront-demo> and an article about changes to the Canada Labour Code here:

<http://www.canadianlabour.ca/national/news/labour-code-changes-endanger-workers-amendments-buried-budget-bill>.

Words & Vision - September/October 2013

Sent: Oct 15, 2013 at 10:31AM

Sent to 1,209 unique subscribers across 3 lists



Campaign Overview



■ **357 Unique opens**
803 total opens to date

■ **1 Bounced**
0.08% couldn't be delivered

■ **851 Unopened**
Open rates are only estimates

29.55% of all recipients opened so far

57.14% clicked a link (204 people)

0% unsubscribed (0 people)

0 people marked it as spam (0%)

0 shares across Facebook, Twitter & email

HALLOWEEN FUN

Human rights and international solidarity rep Martin Kelly, president Vicki Grieve and communications officer Lisa Morry handed out copies of the fall *Words & Vision* newsletter along with Halloween candy on Oct. 31.



Nancy Scarrow rights Martin's ladybug wings. Oh we are fun!



Vicki Grieve (Canadian Tux rep) offers candy to a masked man



Martin hands out candy



Some departments know how to celebrate!



Lisa carved the FSA pumpkin



We gave this clown all our candy



John Potts gets a special visitor



Connie Cyrull

From the

Staff Vice-President

On November 7th, Lisa Morry and I made the rounds of the Abbotsford campus, putting up posters encouraging members to attend fitness classes, and handing out printed copies of the last *Words & Vision* newsletter and offering cookies. We enjoyed meeting everyone. It gave both of us the opportunity to put names to faces, which is always nice, with the added advantage of hearing concerns or comments. Great feedback! I also want to thank everyone responsible for getting the fitness classes going again.

This year is almost over and, like the rest of you, my mind turns to Christmas and the mountain of preparation I still have to do, so it was nice to open the announcement from Diane Griffiths, letting us know that the university will remain closed until January 2nd. As this will be the last edition of *W&V* for 2013, I would like to take this time to wish all of you and your families all the best in the holiday season and for 2014.



Ding Lu

From the

Secretary-Treasurer

Finance Policy Revisions

Revisions to the following policies were approved and accepted by the FSA Executive Meeting on October 24, 2013:

- Expense Claim Policy
- Federation of Post-Secondary Educators Sub-Committee Budget Allocation Policy
- Replacement Costs Policy
- FSA Compensation Policy

Members are welcome to go through these policies at the FSA website.

Investment of the FSA Surplus Fund: an update

The FSA has invested our surplus fund with Macquarie Private Wealth in the past few years and received an 18% return since mid-2010. Recently Macquarie Private Wealth has been acquired by Richardson GMP, which has written to the FSA to assure us that there should be no change to the services the FSA receives, the attention to the FSA investment, or the security of the invested assets as a result of this acquisition. The FSA finance committee will continue to monitor the performance of wealth management of the surplus fund.

Year-End Donations

According to the FSA donation policy, our charitable interests are focused primarily on community charities operating within the Fraser Valley that have welfare, health or education as a priority. The FSA finance committee has approved the following donations recently:

- Abbotsford Community Services (food bank) - \$1,500
- Agassiz-Harrison Community Services (food bank) - \$500
- Chilliwack Community Services (food bank) - \$1,000
- Fraser Valley Conservancy - \$300

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- Fraser Valley Down Syndrome Society - \$300
- Fraser Valley Humane Society - \$300
- Fraser Valley Watershed Coalition - \$300
- Hope Community Services (food bank) - \$500
- Mission Community Services (food bank) - \$1,000
- UFV Angel Tree - \$1,000
- Education without Borders - \$300
- United Way - \$400

These are on top of the donations that FSA had already made earlier in this fiscal year (Abbotsford Hospice Society \$1,000, Arts Majors Expo \$150, BC Cancer Society \$350, BC Children's Hospital \$300, and UFV CIVL Radio \$200). The FSA finance committee is charged with overseeing our charitable giving and the committee wishes to hear from FSA members as to which charities you want us to support. Please send your recommendations or any comments of the donations policy to me or to Tanja Rourke.

Fund Raising for UFV-FSA Holiday Dinner & Dance

Thanks to the help of Harman Dhaliwal, the FSA social committee has successfully raised more than \$2,300 worth of cash, door prizes, and other gift items for this year's UFV-FSA holiday dinner and dance. We would like to thank the UFV Board, all the departments, and various officers within the university for their generous support and sponsorship.



Randy Kelley

From the **Faculty Contract Administrator**

Life in the faculty contract administrator's office continues to be many things: interesting, busy, challenging, mystifying, and most of all satisfying. I'm delighted to have the opportunity to help work through many of the issues faced by our membership and help improve the work lives of many of us.

Since last contributing to our newsletter, I've participated in several Federation of Post-Secondary Educators (FPSE) meetings and conferences. Several of our FSA executive attended a FPSE bargaining conference in late September; it's interesting to see both the similarities and differences in concerns facing post-secondary institutions and their employees across the province. Likewise, the FPSE contract administration review committee revealed common concerns across our sector. I'm intent on not only working with current issues but also ensuring we feed concerns forward to those who bargain our future contracts.

Attending a faculty disability management return to work training session, co-sponsored by FPSE and the Post Secondary Employers' Association (PSEA), helped clarify the many issues facing those who are faced with injury or illness. And on a personal note, I'm truly hoping this is an area where we'll all make the extra efforts to ensure we never need to take advantage of the benefits and plans available to us.

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I'm very pleased to have been able to help members on a variety of questions and issues. I've worked on matters related to the implementation of the new limited term appointments, the compliance with medical accommodations, questions regarding sabbaticals, IPECs – Individual's Probationary Evaluation Committee (the procedure that new faculty members go through to complete probation), and the appointment of department heads and the associated procedures. Article 18.14 is one that comes up in many conversations across many departments and the complexity of the implementation of this one article across our institution is truly amazing.

I was invited to attend a meeting of our sessionals in late October and I can see there are many issues that need to be addressed for this group of faculty. And I have clearly heard the concerns of other faculty members, including training day-based faculty, lab instructors, and online instructors. And of course our instructors in semester-based programming also have concerns regarding their workload.

The point I guess is that there are multiple groups within our faculty unit and, much like the provincial education landscape observed at the FPSE meetings, each of these units has some concerns which are common to all areas and also has concerns which make them distinctly different than the other areas. As we work toward a better work life for the collective, we'll need to work together to find solutions to the inequities which exist without disadvantaging any of our colleagues. And that goal in mind should continue to make life in the faculty contract administrator's office to be many things: interesting, busy, challenging, mystifying, and most of all satisfying.



From the JPDC Co-Chair

There has not been a lot of activity for the joint professional development committee (JPDC) so far this year. The new Terms of Reference [<http://www.ufv.ca/hr/professional-development/joint-professional-development-committee/>] was completed and has been posted on the JPDC web page and an election to fill vacant positions was held. New members Gayle Ramsden, Zina Lee, Karen Cooper, and Shelley Young have joined Ron Wilen and Sandy Tait on the committee as FSA representatives.

The committee met October 25th to review the terms of reference and the new application form for in-service professional development. The new form has been unveiled to the deans and department heads and should be ready for use early in the new year.

This past weekend, I attended the fall meeting of the Federation of Post-Secondary Educators (FPSE) professional and scholarly development committee. The professional and scholarly development committee assists FPSE locals identify and assess the current and future professional development needs of their members, and helps FPSE members individually and collectively to develop their own professional development activities. In addition to reporting on group professional development activities at each local, committee members discussed the funding amounts and applications procedures at each of the locals. It is thought-provoking to see that each institution follows different processes and that no two institutions have the same funding amounts.


École Polytechnique Massacre 1989

*Join us to remember the
killing of 14 female students*

Time: December 6, 2013, 9 to 11 am.

*Location: Information table alumni hall
Abbotsford campus*





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FSA Contacts 2012 - 2013

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Staff Vice-President	Connie Cyrull	4214
Faculty Contract Administrator	Randy Kelley	4354
Staff Contract Administrator	David Shayler	4593
Chief Negotiator	Lynn Kirkland Harvey	6323
Secretary/Treasurer	Ding Lu	4209
Communications Chair	Lisa Morry	2471
Agreements Chair	Moira Kloster	4320
JCAC Co-Chair	Gayle Noel	4093
JPDC Co-Chair	Vicki Bolan	4543
OH&S Co-Chair	Noham Weinberg	4493
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FPSE Rep. Status of Women	Rhonda Snow	4061
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What's Next on the FPSE Calendar?

For updates and upcoming meetings at the Federation of Post-Secondary Educators, visit their **new** website at <http://www.fpse.ca>



For more information, visit:
www.fairnessworks.ca

words & vision

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